Occupational Health Program Initiatives within the Department of the Navy

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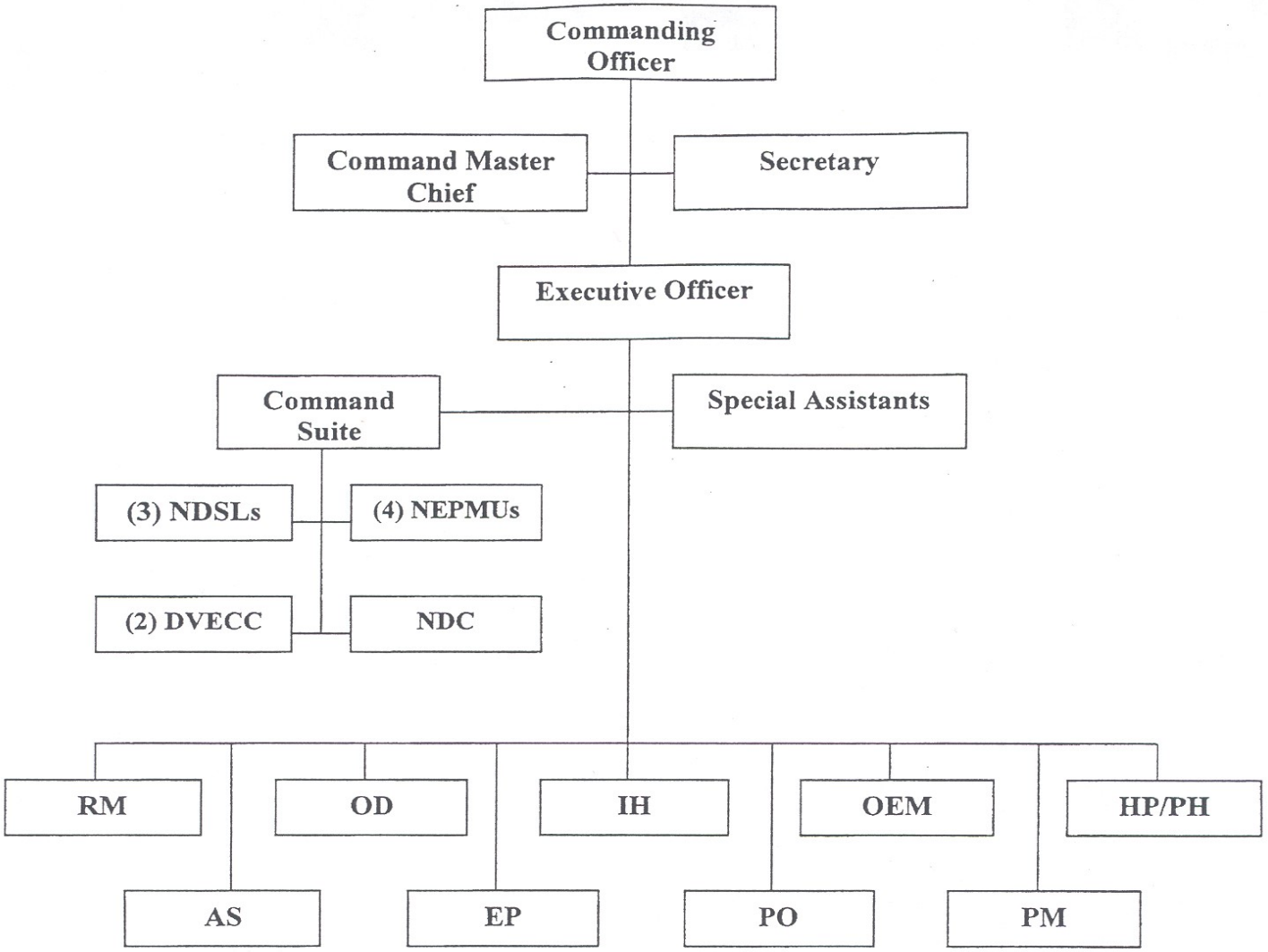
Objectives

- Describe 4 current and future occupational health initiatives within the Department of the Navy/DoD
- Describe 2 channels for occupational health nurses (OHNs) to make changes and update occupational health medical certification and medical surveillance examinations
- Describe updates of 2 medical surveillance or certification programs and their implication on occupational health nurses/clinics

Objectives (cont'd)

- Define a Certified Occupational Health Nurse (COHN) and COHN-Specialist (COHN-S)
- Outline the process of COHN/CM certification application

Current NEHC Organizational Structure

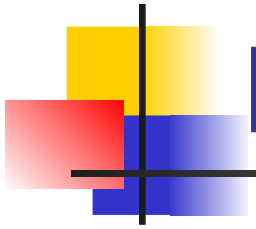


Key Positions in Occupational and Environmental Medicine

- OEM's web site: http://www-nehc.med.navy.mil/occmed/index.htm
- Lori O'Berry, COHN-S, Senior OEM Nurse Consultant
  - oberryl@nehc.med.navy.mil
- Mari Pohlhaus, COHN-S, OEM Nurse Consultant
  - pohlhausm@nehc.med.navy.mil
- OEM physicians: CAPT W. Garry Rudolph, Dr. John Muller, CDR Alan Philippi, LCDR Francesca Litow
- OEM Deputy: Jose Hernandez, CIH

Current and Future Issues #1

- “established” computer program (Composite Health Care System, CHCSI) with accompanying occupational medicine computer program, using newly-released PC Matrix 8



PC Matrix 8

- CAPT Richard Thomas, USUHS

Current and Future Issues #2

- “future” computer system (CHCSII) using occupational medicine templates developed by DoD committee (using PC Matrix as a “go by”)
- “currently” being used at several clinics under NMCP (Boone Clinic—Mercedes Ong; Sewell’s Point—Evelyn Baral) and entire FEVA hospital—Dr. Hilda Williamson, FNP
- MCAS Cherry Point (Lisa Mason), starting May 04

Introduction to CHCSII LCDR Francesca Litow

- New features:

-Electronic patient record, ease of access at multiple sites, access to notes/consults

- Challenges:

-style change from pen to keyboard

-dual data entry

-data entry for spirometry, audiogram, vision testing

CHCSII Session (IDC) 1400-1500 Wednesday 3/24 C
Madison Room

Current and Future Issues #3

- metrics recently started in occupational medicine clinics by BUMED (Occupational Medicine Program Analysis, OMPA)

Current and Future Issues

- TriService Nursing Research Program www.usuhs.mil/tsnrp 301/295-7077
- Current funding priorities:
  - Deployment health
  - Developing and sustaining competencies
  - Recruitment & retention of the work force
  - Clinical resource management
  - Military clinical practice and outcomes mgt.

Resources

- Navy Safety Center www.norva.navy.mil/navosh/coinfo.htm
  - NAVFAC ergo course
  - NAVOSH tools and assessment course
  - Industrial Noise
  - Introduction to Industrial Hygiene for Safety Professionals
  - Introduction to Navy Occupational Safety and Health [Ashore]

Current and Future Issues

- Spirometry
  - Lack of qualified instructors/directors
  - Only 4 qualified NIOSH directors in Navy:
    - Anita Steckel & Betty Applegate—NEHC
    - Anita Sadler & Linda Day—Pacific NW
  - www.niosh-erc.org to schedule individuals

Current and Future Issues

- Retirement
- Recruitment, Retention, Relocation http://www.opm.gov/oca/PAY/HTML/Q&ARRR.htm
- Always keep a current resume “on line” at: www.donhr.navy.mil
  - select “jobs jobs jobs”
- Also: www.usajobs.opm.gov

Retention

Up to 25 percent if the unusually high or unique qualifications of the employee *or* a special need of the agency for the employee's services makes it essential to retain the employee, *and* the agency determines that the employee would be likely to leave the Federal service without the allowance.

- http://www.opm.gov/oca/PAY/HTML/RETALLFS.HTM

Relocation

- Up to 25 percent to an employee who must relocate to accept a difficult-to-fill position in a different commuting area.
- Only current employees may receive a relocation bonus.
- http://www.opm.gov/oca/PAY/HTML/RELBONFS.HTM

Recruitment

- Recruitment bonuses may be paid to an employee who is "newly appointed" to the Federal Government
- Up to 25 percent of basic pay that an agency may pay to an employee newly appointed to a position that would otherwise be difficult to fill.
- http://www.opm.gov/oca/PAY/HTML/RECBONFS.HTM

Payment of expenses to obtain professional credentials

- DoD memo (17June02) http://safetycenter.navy.mil/osh/civilian/downloads/dodpayment.pdf
- Department of the Navy memo http://www.safetycenter.navy.mil/osh/civilian/downloads/payment.pdf

Updates of 2 programs and implication on OH clinics

- LCDR Francesca Litow (NEHC OEM)
- 1. Asbestos (current and past workers)
- 2. Firefighter (NFPA 1582)

Asbestos Medical Surveillance Program Update

- Transition to Telemedicine
- Computerized and digital imaging
- OSHA/NIOSH/ILO requirements
- Current status

Firefighter certification exam update

- NFPA 1582—2003 version
- Program differences
- Impact on Navy PC-matrix-PENDING
- Continue current program

channels to make changes/ update OH exam

- Medical Matrix Committee —”content” of SF-600
- PC Matrix Configuration Control Board—aka CCB, “programming”

Medical Matrix Committee

- only DOD manual and automated system that remains up-to-date and accurate. During this time, no system has been developed capable of meeting the basic needs of the end users, the clinics, while having highly qualified professional oversight and the flexibility of rapid updates to meet the ever-changing needs of Navy occupational medicine.

Medical Matrix Committee

- Committee Chair: CAPT Richard J. Thomas
- Executive Secretary: Mari Pohlhaus, COHN-S, NP
- LCDR Jeffrey Derr
- LCDR Francesca Litow
- LTC Tim Mallon, Army Rep
- Colonel David J. Louis, AF Rep
- Anita E. Steckel, COHN-S
- Karen Stoops, COHN-S
- Henry Queen, COHN-S
- Gail SanJuan, NP
- Dr. Garrett Duckworth

Medical Matrix Committee

- Open meeting on 23 March 5-7PM
- #22039 Chesapeake Conf Center, Taylor Room

CCB

- Committee Chair: CAPT Richard J. Thomas
- Mari Pohlhaus, COHN-S
- Henry Queen, COHN-S
- Lori O’Berry, COHN-S
- CAPT (S) Dan Frederick
- NMIMC: Al Frost/Martha Murray/Ray Hartman

COHN/COHN-S/CM process

- Who, why and how to become a certified occupational health nurse and later a case manager (CM)
- ABOHN--to promote a standard of excellence in OHN through credentialing
- Certification process—meet eligibility requirements, complete an application, STUDY, successfully pass the exam
- Current status of Navy OH Nurse certification

Licensure

- Permissions for an individual to engage in a profession
- Sign that a minimal degree of competency has been achieved
- Entry into practice
- Ensure safety of the public
- Example: a nursing license, RN

Certification

- Requires qualifications beyond entry level
- Recognizes mastery of a body of knowledge
- A voluntary process

Benefits of Certification

- 66% report that certification was either required or recommended by their employers
- 72% experience some immediate benefit from being certified:
  - 21% rec’d raise or bonus; 7% rec’d promotion
  - 27% rec’d company recognition; 27% rec’d commendation
  - 18% obtained a new position

Benefits (cont'd)

- 69% experienced enhanced professional practice
  - 32% given more responsibility;
  - 51% recognized as an expert in OH;
  - 25% consulted more freq on decisions;
  - 30% greater involvement in multi-disciplinary activities

Benefits (cont'd)

- 67% Identified Program Improvements
  - 21% more cost effective
  - 20% more targeted programming
  - 8% fewer lost work days for the client population
  - 29% fewer work-related illnesses/injuries
  - 55% greater regulatory compliance

Benefits to Employees

- Assurance of “current” knowledge & skills that contribute to:
  - Protection of individual health and safety
  - Ability to identify and meet group health needs
  - Capable of coordinating internal and external services required by individuals and groups

Benefits to Employers

- Insure compliance with applicable regulations
- Maintain health and safety of workforce
- Insure more appropriate utilization of available benefits
- Current knowledge and skills:
  - Access to information and resources
  - Participation in multi-disciplinary projects

Benefits to the Occupational Health Nurse

- Career Advancement
- Professional Development
- Continued Competency
- Marketability
- Personal Satisfaction

COHN/CM certification process

- Review guidelines for application and administration of the COHN and CM certification examination, as well as recertification

Certified Occupational Health Nurse (COHN) cert process

- Active licensure as an RN
- 4000 hrs experience in OH Nsg within the 5-year period prior to app deadline
- Current employment in OH Nsg (minimum 8 hrs/week)
- 50 hrs of documented CEUs within 5 yrs (may substitute pubs/presentations)

Certified OH Nurse Specialist (COHN-S) certification process

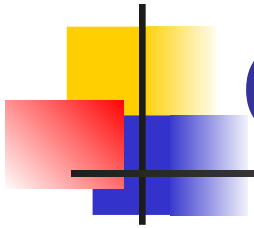
- Same as above PLUS
- Baccalaureate or higher degree
- COHN/COHN-S exam: 200 questions, 4 hours, offered spring and fall in 38 cities
- www.abohn.org provides full exam outline, distribution of test questions and references

Case Management (CM) Certification Process

- Sub-specialty test first administered in 1996
- Active RN and COHN/COHN-S
- 10 documented hrs of CM continuing education in the 5 years prior to application
- 100 questions completed within 2 hours

Case Management (CM) Recertification

- Recertification also required every 5 years
- Pro-rated to coincide with the base credentials
- Active RN and COHN/COHN-S
- Additional 2 hrs of case management continuing ed for every year of recert



QUESTIONS???